

FY'2001 ORO/EEO/ACCOMPLISHMENT REPORT

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

Annual Affirmative Employment Program Accomplishment Report

For FY 2001

- Summary of Work Force
- Accomplishment Report on Objectives and Action Items
- Noteworthy Activities and Initiatives

U. S. Department of Energy/ Oak Ridge Operations Office
Name of Organization

200 Administration Road, Oak Ridge, Tennessee 37830
Address of Organization

Organizational Level: Agency _____ MOC X Region _____ Command _____ Installation _____ Headquarters _____

Number of Employees Covered by Plan: Total 548 Professional 321 Administrative 153 Clerical 6 Other 3

Blue 0

Rufus H. Smith, Diversity Programs Manager
Name of Contact Person

Telephone # (865) 576-4988

Rufus H. Smith, Diversity Programs Manager
Name and Title of Principal EEO Official

Signature of Principal EEO Official
Certifies that this report is in compliance with EEO MD-714

Date

G. Leah Dever, Manager
Name and Title of Head of Organization

AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES & WOMEN

Summary Analysis of Work Force

During FY 2001 the ORO workforce, including the NNSA Y-12 Site Office, increased by eleven employees from 548 at the end of FY 2000 to 559 at the end of FY 2001. During this period the number of women increased by 8 from 251 to 259 while their overall representation remained at 46 percent. The number of minorities increased by 9 from 79 to 88 and their overall representation increased from 14 percent to 15.7 percent.

A summary of the changes in the ORO work force from FY 2000 to FY 2001 is provided below by PATCOB employment categories, grade level grouping and major occupations.

A. PATCOB Employment Categories

* Women. The representation of women increased in the Professional, Administrative and Technical categories. The Other category remained at one. The representation of women declined in the Clerical category by one employee from six to five. The increases in the Professional was from 91 to 96, Administrative from 89 to 92 and Technical 64 to 65.

* Minorities. The representation of minorities improved in the Professional, Administrative, Technical and Other categories and remained at one in the Clerical category. The increases in the Professional was from 53 to 55, Administrative from 22 to 23, in Technical from 3 to 4 and in the Other category from 0 to 5.

Table 1 provides a summary of the changes in the ORO work force by PATCOB employment categories.

B. Grade Groupings

* Women. The representation of women improved in higher graded positions. In grades 13 and above the number of women increased by 5 from 112 to 117. Of all women employed at ORO, approximately 45% percent were in grades 13 and above at the end of FY 2001.

* Minorities. The representation of minorities also increased in higher graded positions in the ORO workforce. In grades 13 and above the number of minorities increased from 55 at the end of FY 2000 to 59 at the end of FY 2001. Of all minorities employed at ORO, approximately 67 percent were in grades 13 and above at the end of FY 2001.

Table 2 provides a summary of the changes in the OR work force by grade level groupings from FY 2000 to FY 2001.

U. S. DEPARTMENT OF ENERGY OAK RIDGE OPERATIONS
SUMMARY SHEET
FY 2000-2001 CHANGE IN WORK FORCE PROFILE BY PATCOB (Table 1)

Employment Category	Year/#And % Change	#/%	Total	White F	M	African American M	F	Hispanic M	F	Asian American Pacific Islander M	F	American Indian Alaskan Native M	F
Professional	9/30/00	# %	331	196 61.25	71 22.18	16 5.0	13 4.06	7 2.19	5 1.56	8 2.5	2 0.62	2 0.62	0 0
	9/30/01	# %	327	197 60.24	75 22.94	16 4.89	14 4.28	7 2.14	5 1.53	9 2.75	2 .61	2 .61	0 0
	% Change	%		(1.01)	.76	(.11)	.76	(.05)	(.03)	.25	(.01)	(.01)	NC
Administrative	9/30/00	# %	153	55 33.95	76 49.67	6 3.92	12 7.84	3 1.96	1 0.65	0 0	0 0	0 0	0 0
	9/30/01	# %	154	53 34.42	78 50.65	6 3.90	12 7.79	3 1.95	1 .65	0 0	1 .65	0 0	0 0
	% Change	%		(1.53)	.98	(.02)	(.05)	(.01)	NC	NC	.65	NC	NC
Technical	9/30/00	# %	65	1 1.54	61 93.85	0 0	2 3.08	0 0	0 0	0 0	0 (1.54)	0 0	0 0
	9/30/01	# %	66	1 1.52	61 92.42	0 0	3 4.55	0 0	0 0	0 0	1 (1.52)	0 0	0 0
	% Change	%		(0.2)	(1.43)	NC	1.47	NC	NC	NC	(.02)	NC	NC
Clerical	9/30/00	# %	8	2 25.00	5 62.50	0 0	1 12.50	0 0	0 0	0 0	0 0	0 0	0 0
	9/30/01	# %	7	2 28.57	4 57.14	0 14.29	1 0	0 0	0 0	0 0	0 0	0 0	0 0
	% Change	%		3.57	(5.36)	NC	1.79	NC	NC	NC	NC	NC	NC

U. S. DEPARTMENT OF ENERGY OAK RIDGE OPERATIONS
SUMMARY SHEET
FY 2000-2001 CHANGE IN WORK FORCE PROFILE BY PATCOB (Table 1)

Employment Category	Year/#And % Change	#/%	Total	White F	M	African American M	F	Hispanic M	F	Asian American Pacific Islander M	F	American Indian Alaskan Native M	F
Other	9/30/00	# %	1	0	1	0	0	0	0	0	0	0	0
				0	100	0	0	0	0	0	0	0	0
	9/30/01	# %	5	0	1	3	0	1	1	0	0	0	0
				0	0	60.0	0	20.0	20.0	0	0	0	0
	%Change	# %		NC	(100.0)	60.0	NC	20.0	20.0	NC	NC	NC	NC
Blue Collar	9/30/00	# %	0	0	0	0	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	0	0
	9/30/01	# %	0	0	0	0	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	0	0
	% Change	# %		C	NC	C	NC	C	NC	C	NC	C	NC
Total	9/30/00	# %	548	254	214	22	28	10	6	8	3	2	0
				46.35	39.05	4.01	5.11	1.82	1.09	1.46	0.55	0.36	0
		# %											
	9/30/01	# %	559	253	218	25	30	11	7	9	4	2	0
				45.26	39.00	4.47	5.37	1.97	1.25	1.61	.72	.36	0
		# %											
	% Change	# %		(1.09)	.05	.46	.26	.15	.16	.15	.17	NC	NC

U. S. DEPARTMENT OF ENERGY/OAK RIDGE OPERATIONS OFFICE
SUMMARY SHEET FY 2000-2001 CHANGE IN WORK FORCE PROFILE
BY GRADE LEVEL (Table 2)

Grade Level Grouping	Year/# And % Change	White				African American				Hispanic				Asian American Pacific Islander				American Indian Alaskan Native				
		M		F		M		F		M		F		M		F		M		F		
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
GS 1-4	09/30/00	1	50	1	50	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	09/30/01	1	16.67	0	0	3	50.0	0	0	1	16.67	1	16.67	0	0	0	0	0	0	0	0	
	%# Change	NC	33.33	+1	50.0					+1	16.67	1	16.67	NC	NC	NC	NC	NC	NC	NC	NC	
GS 5-8	09/30/00	4	5.41	65	87.84	5	0	4	5.41	0	0	0	0	0	0	1	1.35	0	0	0	0	
	09/30/01	6.57	66	86.84	+1	0	0	4	5.21	0	0	0	0	0	0	1	1.31	0	0	0	0	
	%# Change	1.16	+1	1.0		NC	NC	NC	(.15)	NC	NC	NC	NC	NC	NC	NC	.04	NC	NC	NC	NC	
GS 9-12	09/30/00	17	18.68	56	61.63	4	4.39	11	12.08	1	1.09	1	1.09	1	1.09	0	0	0	0	0	0	
	09/30/01	15	16.85	56	62.92	4	4.49	11	12.35	1	1.12	1	1.12					0	0	0	0	
	%# Change	-2	(1.55)	NC	2.05	NC	.10	NC	.27	NC		NC		0	.03	NC	NC	NC	NC	NC	NC	
GS 13-15	09/30/00	223	60.93	88	24.04	17	4.64	13	3.55	9	2.45	5	1.37	7	1.91	2	.55					
	09/30/01	224	60.05	91	24.39	17	4.55	15	4.02	9	2.41	5	1.34	8	2.14	2	.53	+1	2	.53	00	
	%# Change	+1	(.88)	+3	.35	NC	(.09)	+2	.47	NC	(.04)	NC	(.03)	.23	NC	(.02)		NC	(.02)	NC	NC	
SES	09/30/00	9	64.29	4	28.57	1	7.14	0	0	0	0	0	0	0	0	0	0					
	09/30/01	8	61.54	4	30.77	1	7.69	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%# Change	-1	(2.75)	NC	2.20	NC	.55	NC	NC	NC	NC	NC	NC	NC	NC	NC	NC	NC	NC	NC	NC	
Total	09/30/00	254	46.35	214	39.05	22	4.01	28	5.11	10	1.82	6	1.09	8	1.46	3	.55	2	.36	0	0	2
	09/30/01	253	45.26	218	39.00	25	4.47	30	5.37	11	1.97	7	1.25	9	1.61	4	.72	.36	0	0	NC	
	%# Change	-1	.99	+4	(0.05)	+3	.46	+2	.26	+1	.15	+1	.16	+1	.15	+1	.17	NC	NC	NC		

AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES & WOMEN

Summary Analysis of Work Force

C. Major Occupations.

At the end of FY 2001 ORO had 10 major occupations. Total employment in these occupations increased slightly from 392 at the end of FY2000 to 394 at the end of FY 2001. The number of both women (175 to 176) and minorities (64 to 66) employed in these positions increased during FY 2001. Women hold 45 percent of the positions in our most populous occupations while minorities are employed in 17 percent of these positions.

Table 3 provides a summary of changes in the ORO work force in major occupations.

D. Under representation Analysis.

While progress continues in the employment and advancement of women and minorities, under representation continues to exist for certain EEO groups in the ORO work force.

Table 4 provides comparison of the representation of women and minorities by PATCOB employment against appropriate Civilian Labor Force (CLF) figures for these categories. Major areas of under representation are outlined below.

PATCOB Employment Category

Professional

Administrative

Technical

Under represented EEO Group

Asian female & males, American Indian females, and white females

Hispanic females & males and Asian American females & males

African American males and Asian American males

**CHANGES IN THE REPRESENTATION
OF WOMEN AND MINORITIES IN
MAJOR OCCUPATIONS 09/30/00 THRU 9/30/01 (Table 3)**

Employment Category	Occupational Series	Class	09/00		09/01		Change #	Change %
			#	%	#	%		
Professional	510 Auditor	All	38	100	38	100	NC	
		Minorities	5	13.16	5	13.2	NC	(.4)
		Women	17	44.74	19	50.0	(+4)	(5.3)
	801 General Engineer	All	134	100	142	100		1.00
		Minorities	26	19.40	29	20.4	(+8)	0.00
		Women	25	18.66	29	20.4	(-3) (+4)	(1.80)
	819 Environmental Engineer	All	16	100	16	0.00	NC	
		Minorities	1	6.25	0	0.00	(-1)	(6.25)
		Women	4	25.0	3	18.75	(-1)	(6.25)
	840 Nuclear Engineer	All	16	100	10	000	(-6)	
		Minorities	1	6.25	1	10.0	NC (-	3.75
		Women	3	18.75	1	10.0	2)	8.75
	1301 Physical Scientist (General)	All	27	33.33	31	100	(+4)	
		Minorities	7	25.93	7	22.6	NC	(3.3)
		Women	9	100	10	32.3	(+1)	(1.0)
Administrative	080 Personnel Security	All	21	100	21	100	NC	
		Minorities	5	23.81	5	23.8	NC	NC
		Women	12	57.14	11	52.4	(-1)	(4.7)
	343 Management Analyst	All	32	100	30	100	(-2)	
		Minorities	7	21.88	7	23.3	NC (-	1.4
		Women	18	56.25	17	56.7	1)	.4
	1102 Contract Administration	All	30	100	28	100	(-2)	
		Minorities	6	20	6	21.4	NC	1.4
		Women	17	56.67	15	53.6	(-1)	(3.1)
	301* Miscellaneous Clerical & Clerk Assistance	All	24	100	24	100	NC	
		Minorities	2	8.33	2	8.33	NC	NC
		Women	16	66.67	19	79.1	(+1)	4.1
Technical	303** Miscellaneous Clerk & Assistant	All	50	100	50	100	NC	
		Minorities	3	6.0	3	6.0	NC	NC
		Women	50	100	50	100	NC	NC
Clerical	303 Miscellaneous Clerk & Assistant	All	4	100	4	100	NC	
		Minorities	1	25.0	1	25.0	NC	NC
		Women	3	75.0	3	75.0	NC	NC

Note: *Series 301 mistakenly identified as a clerical series in the FY2000 Accomplishment Report. Series 301 is an Administrative series.

**Series 303 was mistakenly identified as a clerical series in the FY 2000 Accomplishment Report. Series 303 had Technical positions (50 positions) and clerical positions (4 positions) in FY 2000 and in FY 2001.

PERMANENT EMPLOYMENT WORK FORCE PROFILE BY PATCOB vs CIVILIAN LABOR FORCE DATA

PATCOB	Total Employment		White				African American				Hispanic				Asian American Pacific Islander				American Indian Alaskan Native			
	#	%	M		F		M		F		M		F		M		F		M		F	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Professional CLF	327	100	197 60.24 179 54.70	75 22.94 99 30.30			16 4.98 8 2.40	14 4.28 10 3.20			7 2.14 7 2.10	5 1.53 5 1.40			9 2.75 11 3.50	2 0.61 6 1.90			2 0.61 1 0.20	0 1 0.20		
Administrative CLF	154	100	53 34.42 65 42.10	78 50.65 62 40.40			6 3.90 6 3.60	12 7.79 8 5.30			3 1.95 4 2.60	1 0.65 4 2.60			0 0.00 2 1.40	1 0.65 2 1.40			0 0 0.30	0 0 0.30		
Technical CLF	66	100	1 1.52 27 41.30	61 92.42 34 52.20			0 0.00 1 1.50	3 4.55 2 2.50			0 0.00 0 0.20	0 0.00 0 0.20			0 0.00 1 1.40	1 1.52 0 0.40			0 0.00 0 0.10	0 0.00 0 0.30		
Clerical CLF	7	100	2 28.57 1 17.60	4 57.14 5 74.50			1 14.29 0 4.70	0 0.00 0 2.10			0 0.00 0 0.50	0 0.00 0 0.00			0 0.00 0 0.20	0 0.00 0 0.20			0 0.00 0 0.00	0 0.00 0 0.20		
Other CLF	5	100	0 0.00 3 67.60	0 0.00 1 11.20			3 60.00 0 9.70	0 0.00 0 3.20			1 20.00 0 4.80	1 20.00 0 1.00			0 0.00 0 1.20	0 0.00 0 0.30			0 0.00 0 0.90	0 0.00 0 0.20		
Blue Collar CLF	0	100	0 0.00 0 65.40	0 0.00 0 9.80			0 0.00 0 9.10	0 0.00 0 2.20			0 0.00 0 8.70	0 0.00 0 1.50			0 0.00 0 1.70	0 0.00 0 0.50			0 0.00 0 0.80	0 0.00 0 0.20		
Total Employment CLF	559	100	253 45.26 275 49.19	218 39.00 201 35.96			25 4.47 15 2.68	30 5.37 20 3.58			11 1.97 11 1.97	7 1.25 9 1.61			9 1.61 14 2.50	4 0.72 8 1.43			2 0.36 1 0.18	0 0.00 1 0.18		
Breakdown																						
Category	Total Employment		CLF																			
	#	%	#	%																		
White	471	84.26	476	85.15																		
African American	55	9.84	35	6.26																		
Hispanic	18	3.22	20	3.58																		
Asian American	13	2.33	22	3.94																		
American Indian	2	0.36	2	0.36																		

FY'2001 ACCOMPLISHMENT REPORT

PROGRAM ELEMENT: DISCRIMINATION COMPLAINTS

PROBLEM/BARRIER STATEMENT:

OBJECTIVE: To enhance the effectiveness of EEO Counseling services and the resolution of EEO complaints at the informal step of the complaint process.

RESPONSIBLE OFFICIAL: Manager, Oak Ridge Operations
Diversity Programs & Employee Concerns Manager

TARGET DATE: 9/30/01

GOAL/ACTION ITEMS	RESPONSIBLE OFFICIAL	TARGET DATE
1. Utilization of the ADR in the EEO complaint process.	Diversity Programs Manager	9/30/01

REPORT ON ACCOMPLISHMENT: During FY '2001 ORO had five cases proceed to the formal investigation processes of these three complainants participated in ADR. Justice Center of Atlanta continues to provide resources to the conflict resolution efforts.

FY'2001 ACCOMPLISHMENT REPORT

PROGRAM ELEMENT: SPECIAL EMPHASIS PROGRAMS

PROBLEM/BARRIER STATEMENT:

OBJECTIVE: To continue to use special emphasis programs to provide awareness training for employees and to create developmental and advancement opportunities employees.

RESPONSIBLE OFFICIAL: Manager, Oak Ridge Operations
 Diversity Programs Manager

TARGET DATE: Ongoing

GOAL/ACTION ITEM	RESPONSIBLE OFFICIAL	TARGET DATE
1. Increase the number and quality of awareness training for employees	Diversity Programs Manager	Ongoing
2. Continue to support employee participation in Federal developmental programs.	Diversity Programs Managerr	9-30-01

REPORT OF ACCOMPLISHMENTS: Special Emphasis Programs continue to provide ORO, contractor employees and the public with diversity awarness training. Specific programmatic activities are summarized in pages 35 to 59.

FY'2001 ACCOMPLISHMENT REPORT

PROGRAM ELEMENT: HIRING GOAL ACCOMPLISHMENT

PROBLEM/ BARRIER STATEMENT: Under representation continues to exist for certain EEO groups within the ORO workforce.

OBJECTIVE: To use employment opportunities to eliminate under representation.

RESPONSIBLE OFFICIAL (S): ORO Managers

TARGET DATE: Ongoing

GOAL/ACTION ITEM:	RESPONSIBLE OFFICIAL	TARGET DATE
1. Ensure selection certificates include a diverse pool of applicants.	ORO Managers Human Resources Division Diversity Programs Manager	Ongoing
2. Review proposed selections to ensure that diversity considerations are included.	ORO Manager Ongoing Diversity Programs Manager	

REPORT OF ACCOMPLISHMENTS: During FY 2001 the Diversity Programs and Employee Concerns office continued to review selection certificates as they were routed to selecting officials. When diversity deficiencies were noted certificates were returned to the Human Resources Division for additional review and/or recruitment. Once interviews were completed and selections identified, certificates were returned to the Diversity Programs Manager for certification. During FY2001 twenty nine (29) new employees entered on duty. Of these, 16 (55%) were women and 8 (27.5%) were minorities. Significantly, 11 of the 29 positions filled were at grades 13-SES. Significantly, no minority filled a position above grade 12. Of the 8 minorities added to the ORO workforce 1 was a GS-12, 1 was a GS-5, 5 were GS-4s, and 1 was an Excepted Service equivalent to a GS-6. There were 36 merit promotions during FY 2001; women were selected in 19 (53%) of these, while minorities were selected in 7 (18%). Of the 36 positions filled through the merit promotions, 28 (77%) were at grades 13 and above including 6 GS-15s, 16 GS-14s and 6 GS-13s. Of the 19 women selected for merit promotions, 11 (58%) were for positions at or above grade 13. Of the 7 minorities selected for merit promotions, 4 (57%) were for positions at or above grade 13. Of the 6 GS-15 positions filled, 3 were filled by women and none were filled by minorities. Of the 16 GS-14 positions filled, 6 (38%) were filled by women and 1 (6%) were filled by minorities. Three (50%) of the 6 GS-13 positions were filled by minorities and 3 (50%) were filled by women.

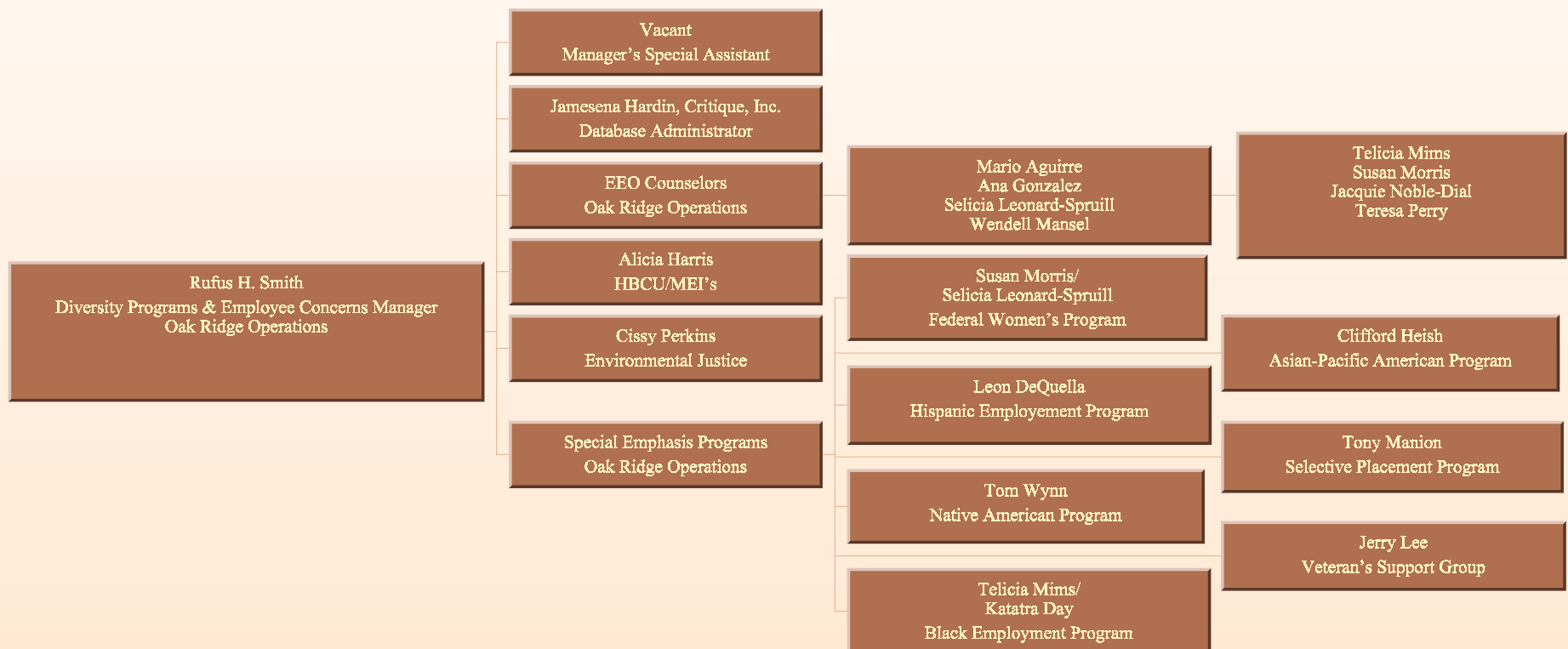
OAK RIDGE OPERATIONS

**DIVERSITY PROGRAMS & EMPLOYEE
CONCERNS OFFICE**

ORGANIZATIONAL CHART



OAK RIDGE OPERATIONS DIVERSITY PROGRAMS & EMPLOYEE CONCERNS OFFICE ORGANIZATIONAL CHART



**U. S. DEPARTMENT OF ENERGY
OAK RIDGE OPERATIONS
DIVERSITY PROGRAMS OFFICE**

FY'2001 ACCOMPLISHMENT REPORT

DOE/ORO DIVERSITY PROGRAMS OFFICE

The mission of the Diversity Programs office is to ensure that our core values of valuing diversity and enforcing zero are implemented. Our vision sustaining a high performing diverse work force in critical to the success of ORO.



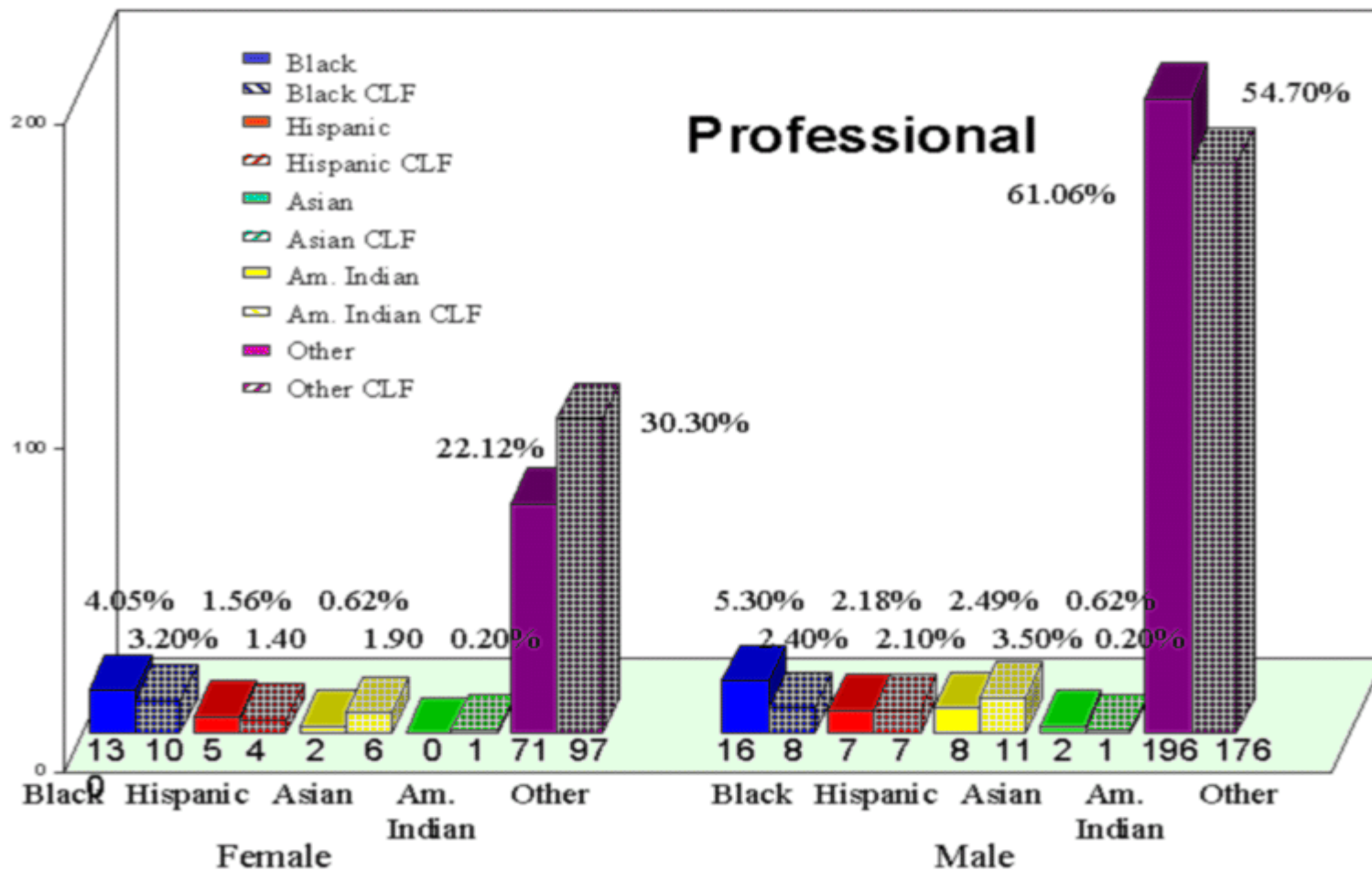
**ORO WORKFORCE STATISTICS
PATCOB CHARTS FOR**

SEPTEMBER 2000

SEPTEMBER 2001

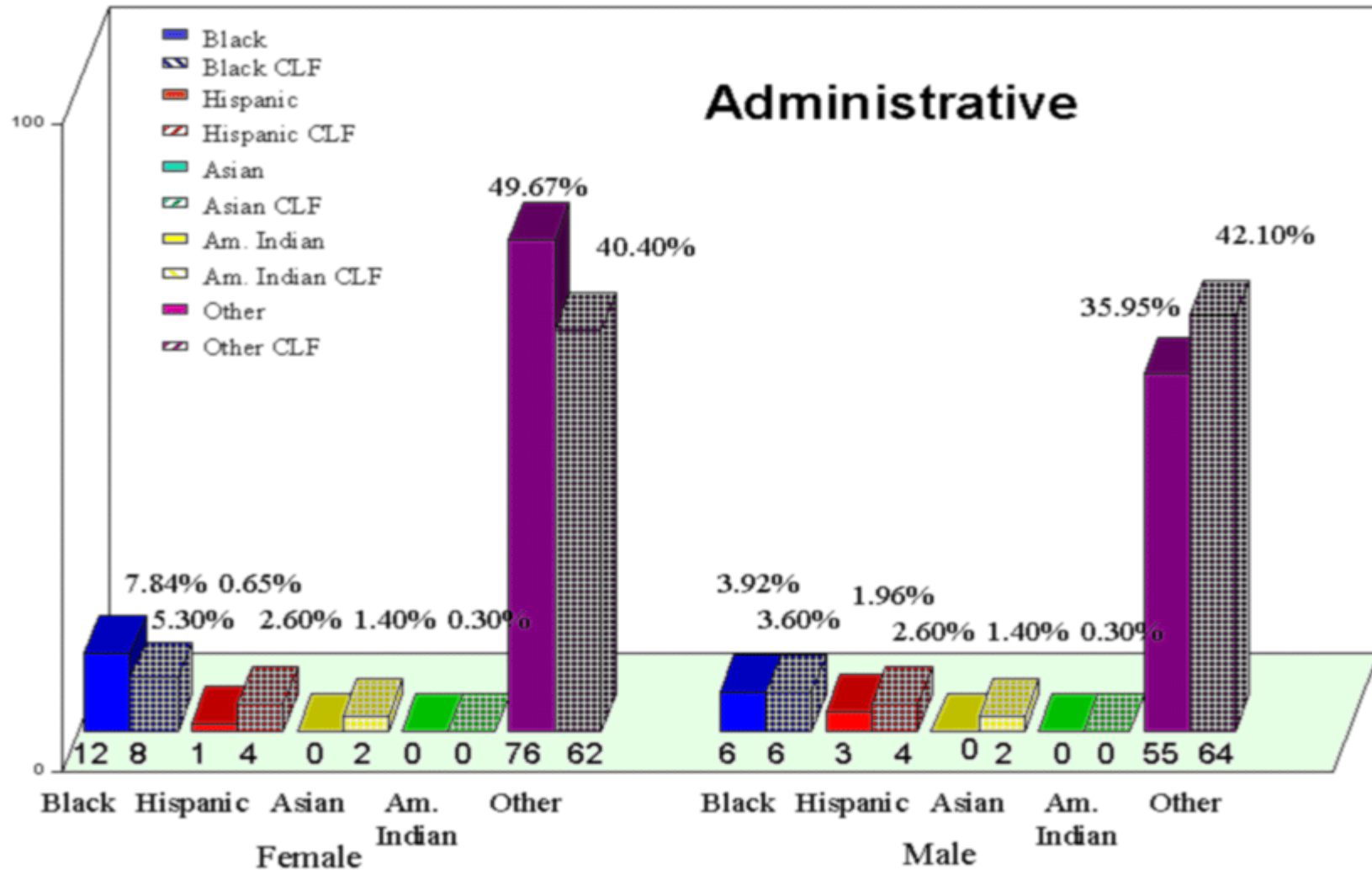
FY'2000 PATCOB PROFESSIONAL CHART

U.S. DEPARTMENT OF ENERGY OAK RIDGE OPERATIONS OFFICE OFFICE OF THE MANAGER/OPERATIONS PERMANENT EMPLOYMENT WORK FORCE PROFILE BY PATCOB VS. CLF DATA AS OF SEPTEMBER 30, 2000



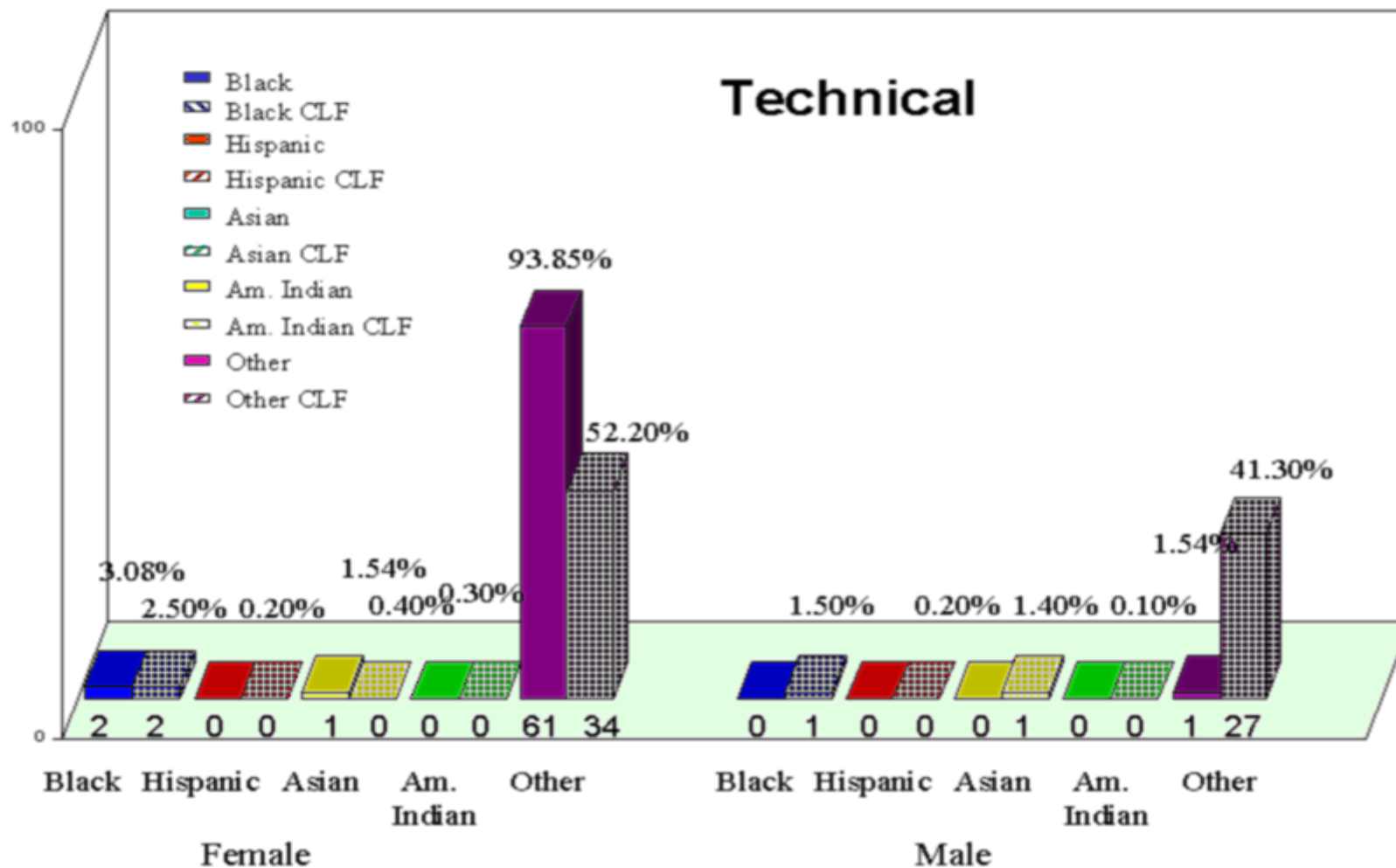
FY'2000 PATCOB ADMINISTRATIVE CHART

U.S. DEPARTMENT OF ENERGY OAK RIDGE OPERATIONS OFFICE OFFICE OF THE MANAGER/OPERATIONS PERMANENT EMPLOYMENT WORK FORCE PROFILE BY PATCOB VS. CLF DATA AS OF SEPTEMBER 30, 2000



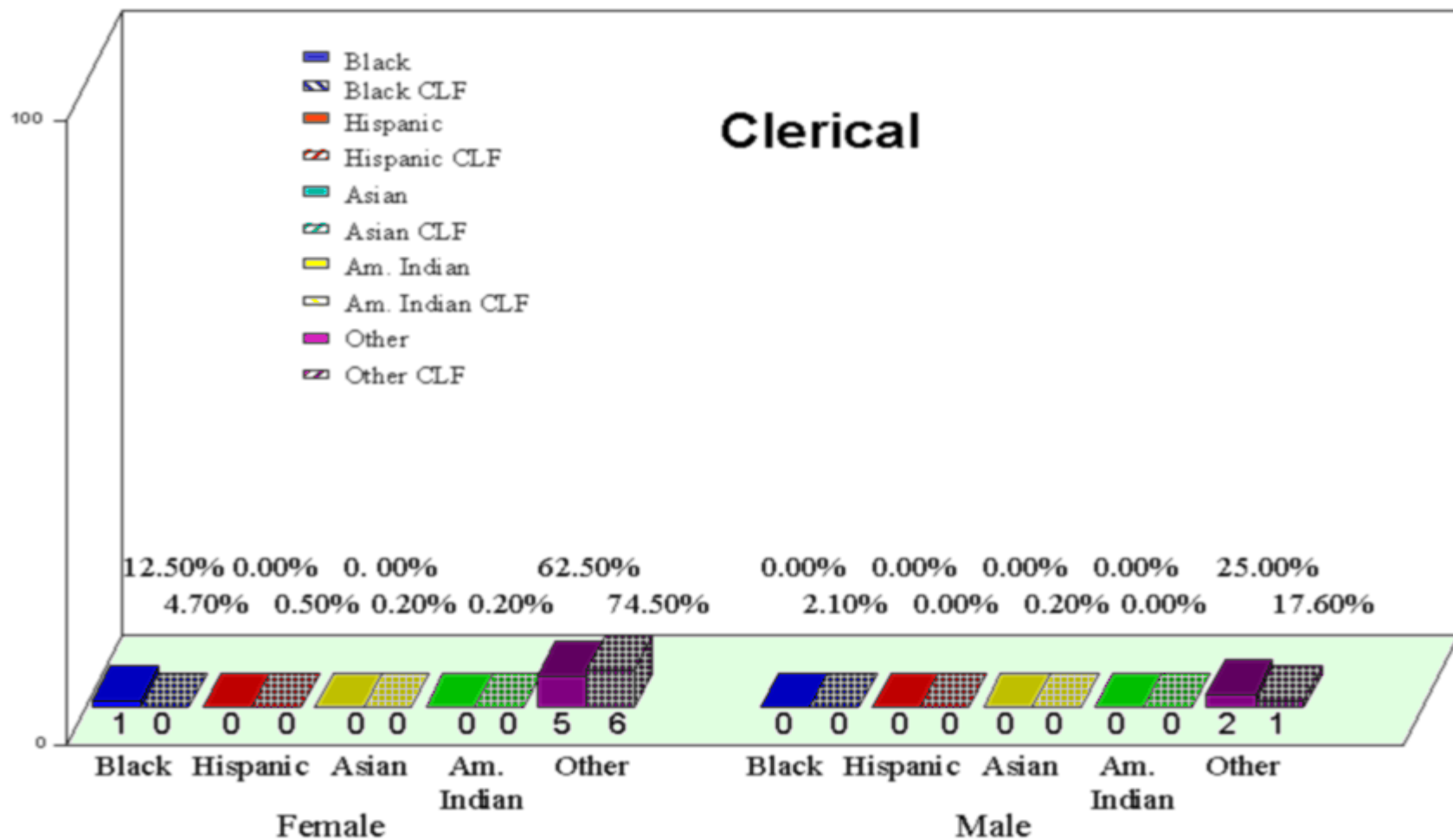
FY'2000 PATCOB TECHNICAL CHART

U.S. DEPARTMENT OF ENERGY OAK RIDGE OPERATIONS OFFICE OFFICE OF THE MANAGER/OPERATIONS PERMANENT EMPLOYMENT WORK FORCE PROFILE BY PATCOB VS. CLF DATA AS OF SEPTEMBER 30, 2000



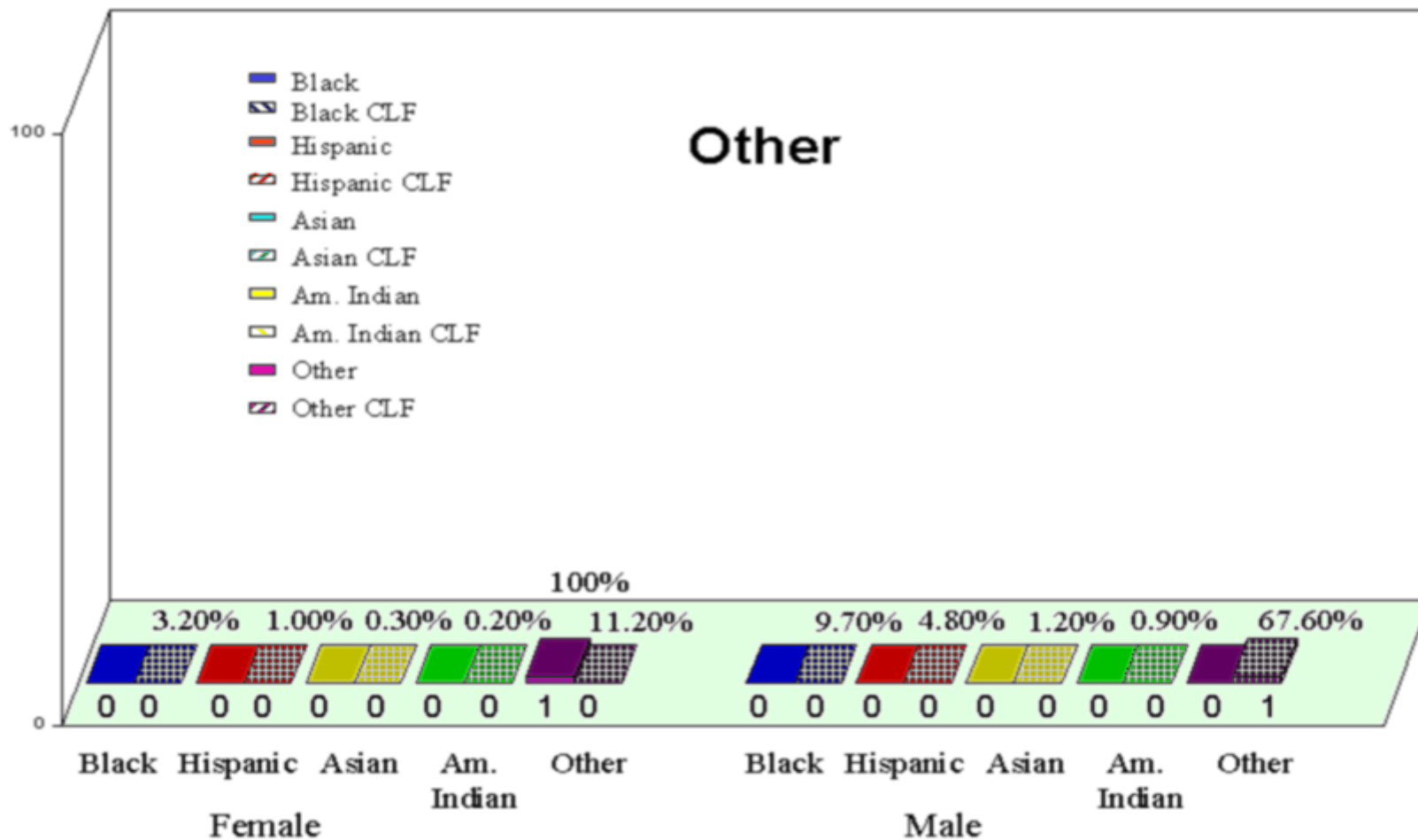
FY'2000 PATCOB CLERICAL CHART

U.S. DEPARTMENT OF ENERGY OAK RIDGE OPERATIONS OFFICE OFFICE OF THE MANAGER/OPERATIONS PERMANENT EMPLOYMENT WORK FORCE PROFILE BY PATCOB VS. CLF DATA AS OF SEPTEMBER 30, 2000



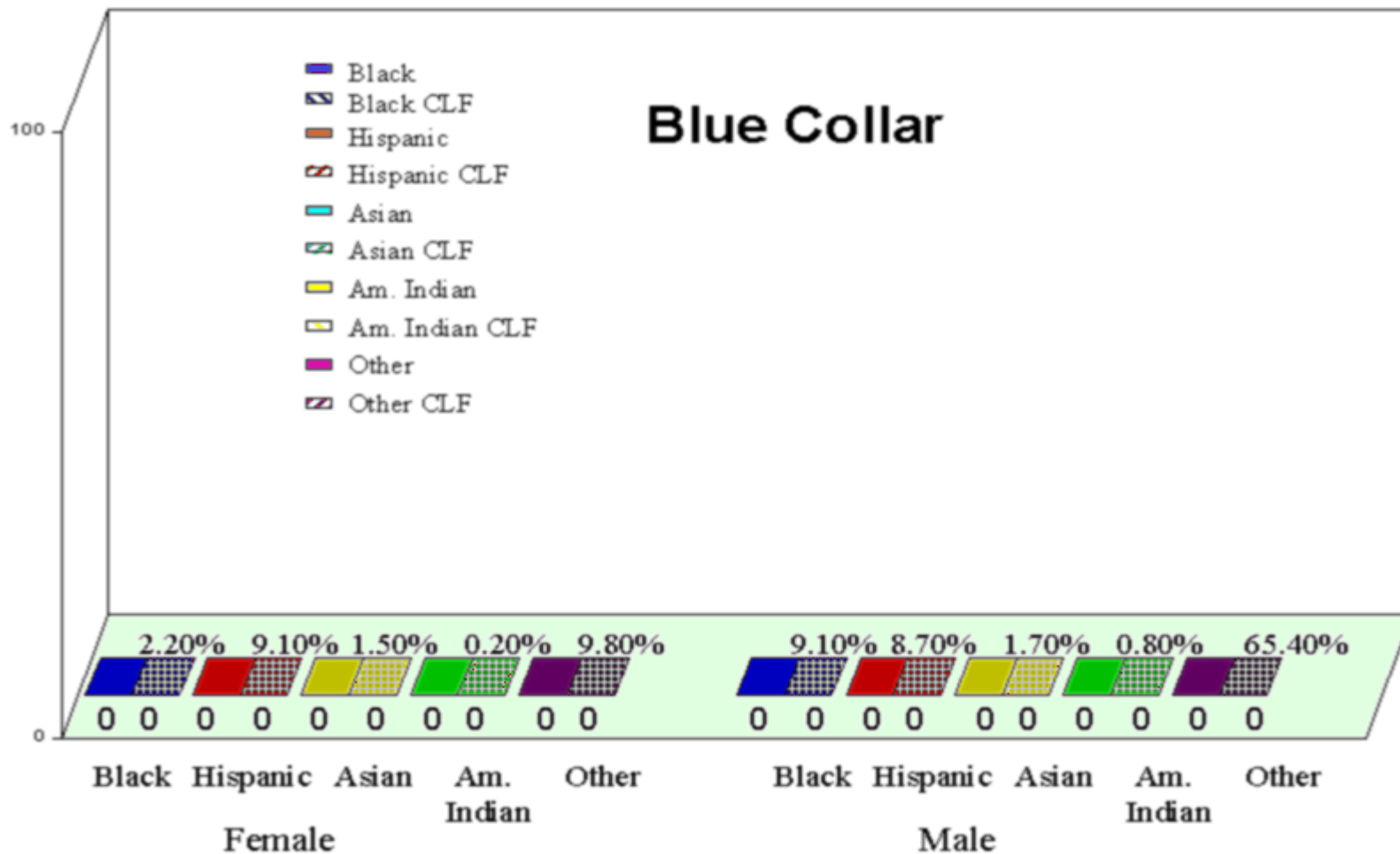
FY'2000 PATCOB OTHER CHART

**U.S. DEPARTMENT OF ENERGY OAK RIDGE OPERATIONS OFFICE
OFFICE OF THE MANAGER/OPERATIONS
PERMANENT EMPLOYMENT WORK FORCE PROFILE BY PATCOB VS. CLF DATA
AS OF SEPTEMBER 30, 2000**



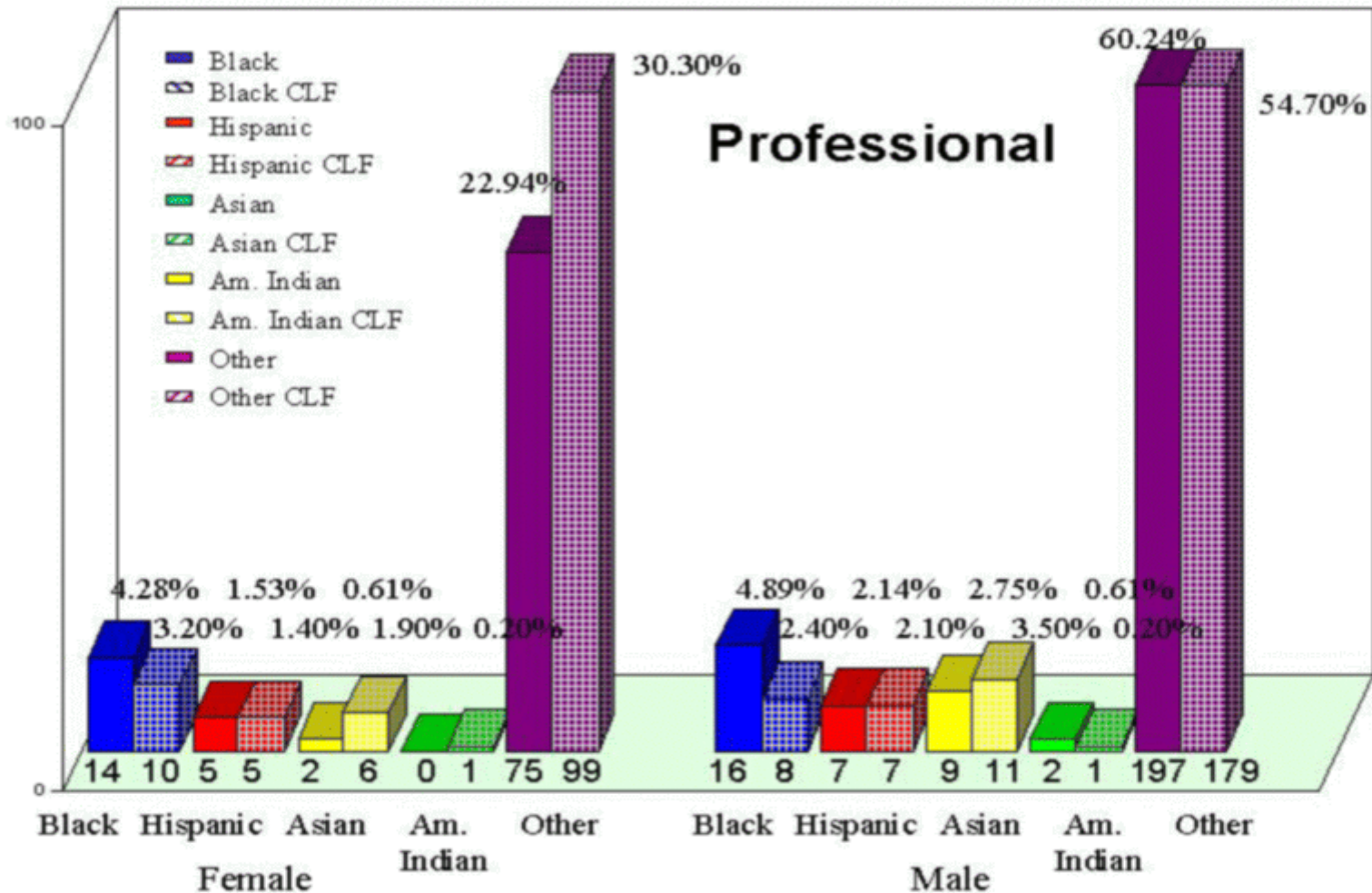
FY'2000 PATCOB BLUE COLLAR CHART

**U.S. DEPARTMENT OF ENERGY OAK RIDGE OPERATIONS OFFICE
OFFICE OF THE MANAGER/OPERATIONS
PERMANENT EMPLOYMENT WORK FORCE PROFILE BY PATCOB VS. CLF DATA
AS OF SEPTEMBER 30, 2000**



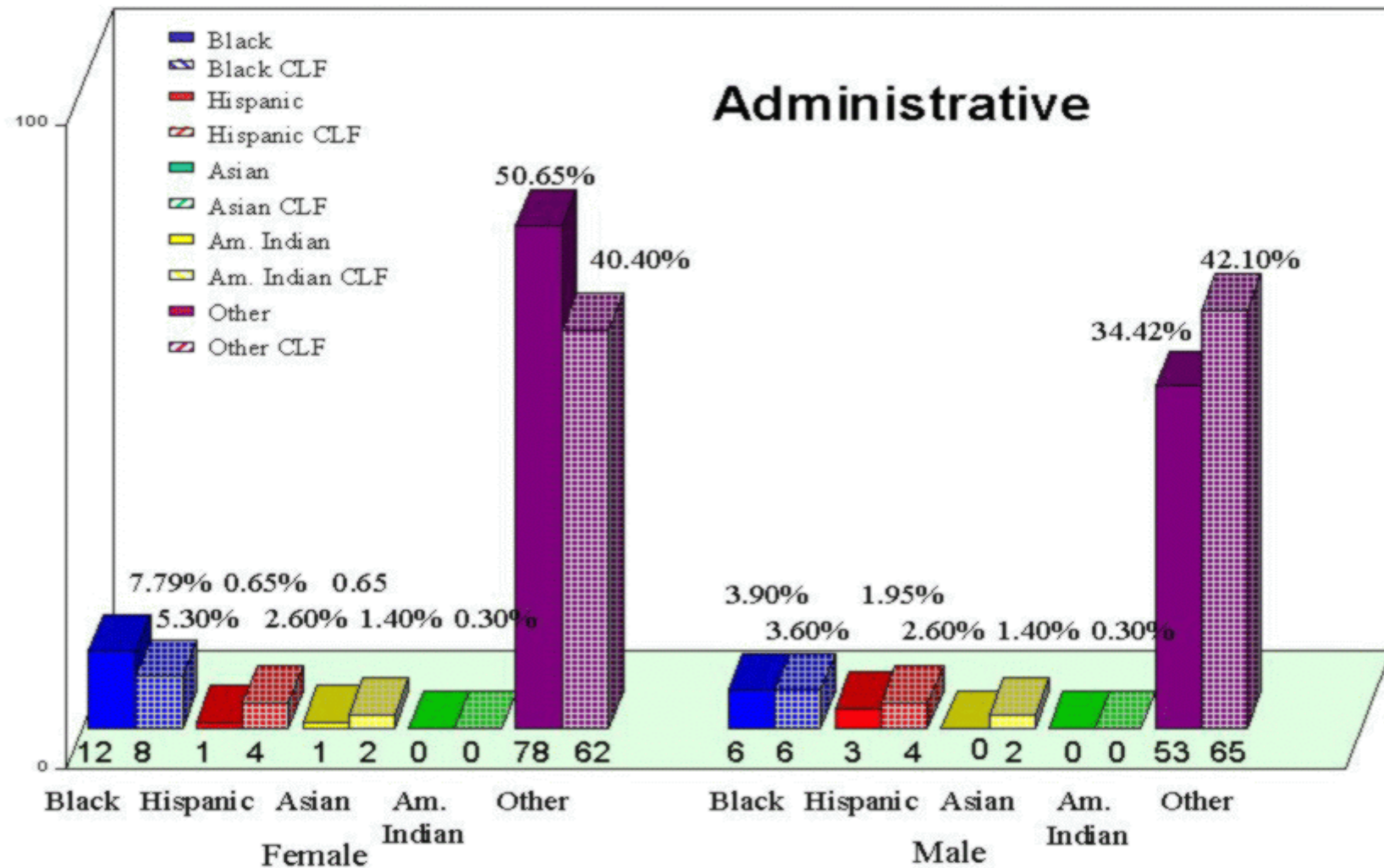
FY'2001 PATCOB PROFESSIONAL CHART

U.S. DEPARTMENT OF ENERGY OAK RIDGE OPERATIONS OFFICE OFFICE OF THE MANAGER/OPERATIONS PERMANENT EMPLOYMENT WORK FORCE PROFILE BY PATCOB VS. CLF DATA AS OF SEPTEMBER 30, 2001



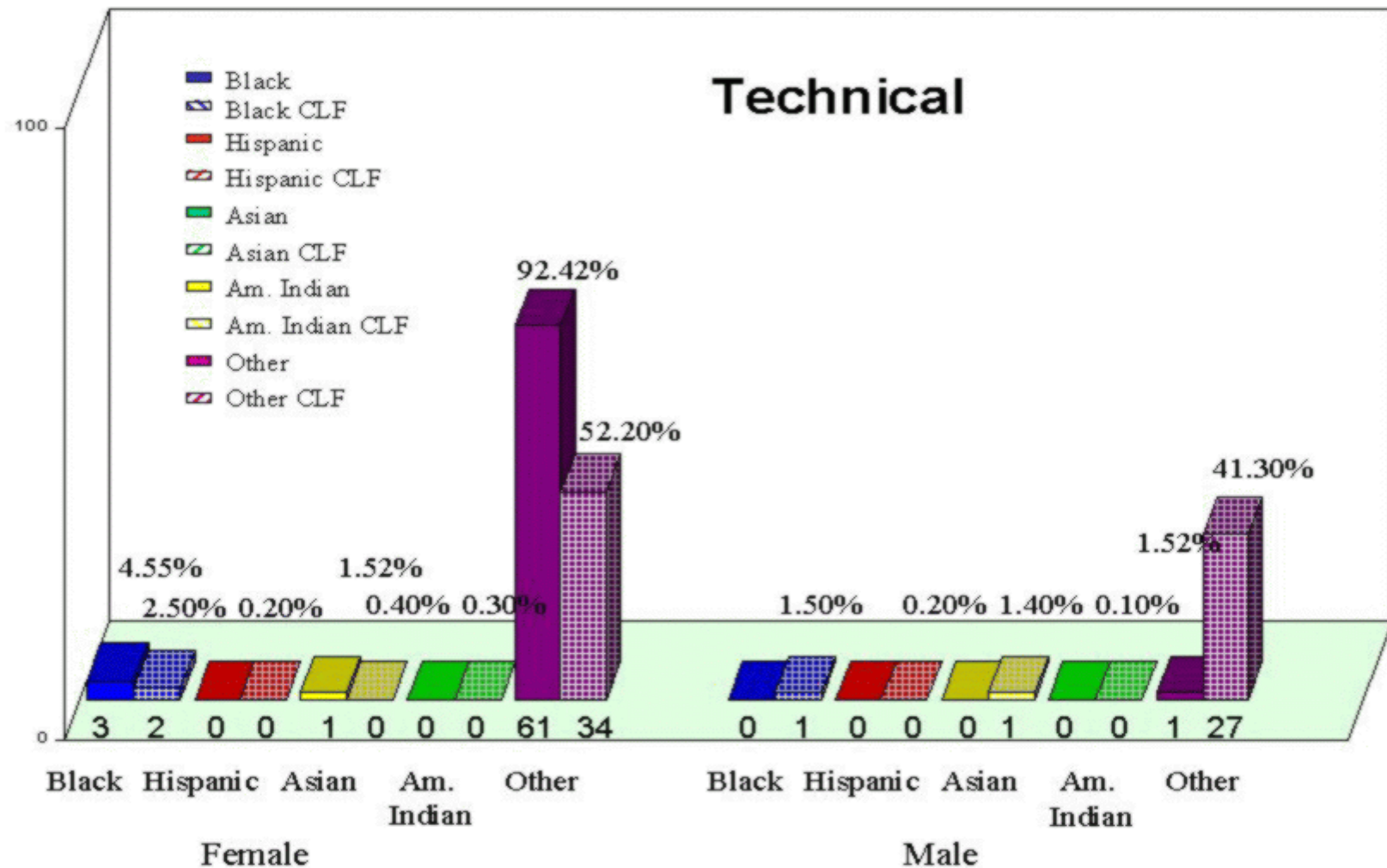
FY'2001 PATCOB ADMINISTRATIVE CHART

U.S. DEPARTMENT OF ENERGY OAK RIDGE OPERATIONS OFFICE OFFICE OF THE MANAGER/OPERATIONS PERMANENT EMPLOYMENT WORK FORCE PROFILE BY PATCOB VS. CLF DATA AS OF SEPTEMBER 30, 2001



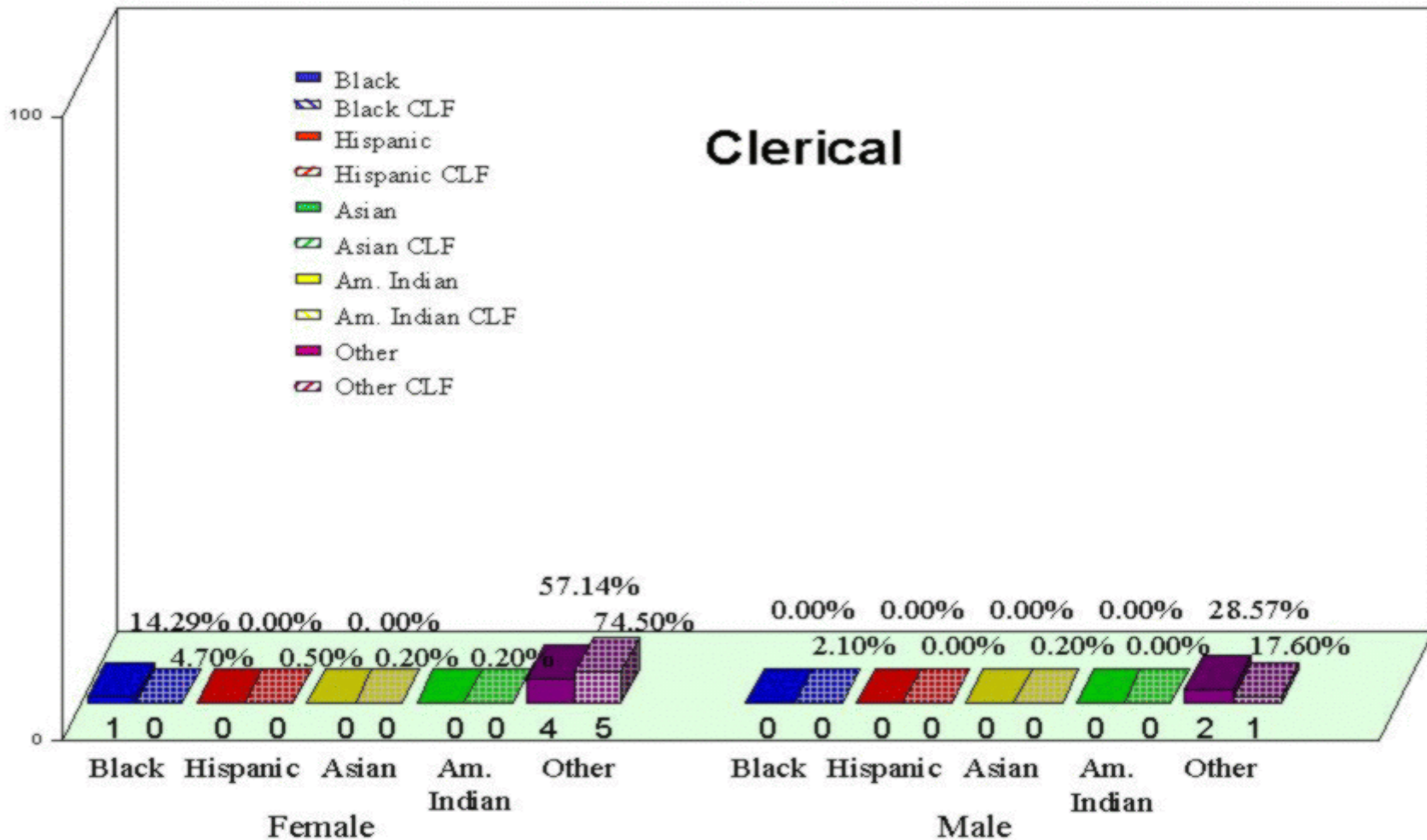
FY'2001 PATCOB TECHNICAL CHART

U.S. DEPARTMENT OF ENERGY OAK RIDGE OPERATIONS OFFICE OFFICE OF THE MANAGER/OPERATIONS PERMANENT EMPLOYMENT WORK FORCE PROFILE BY PATCOB VS. CLF DATA AS OF SEPTEMBER 30, 2001



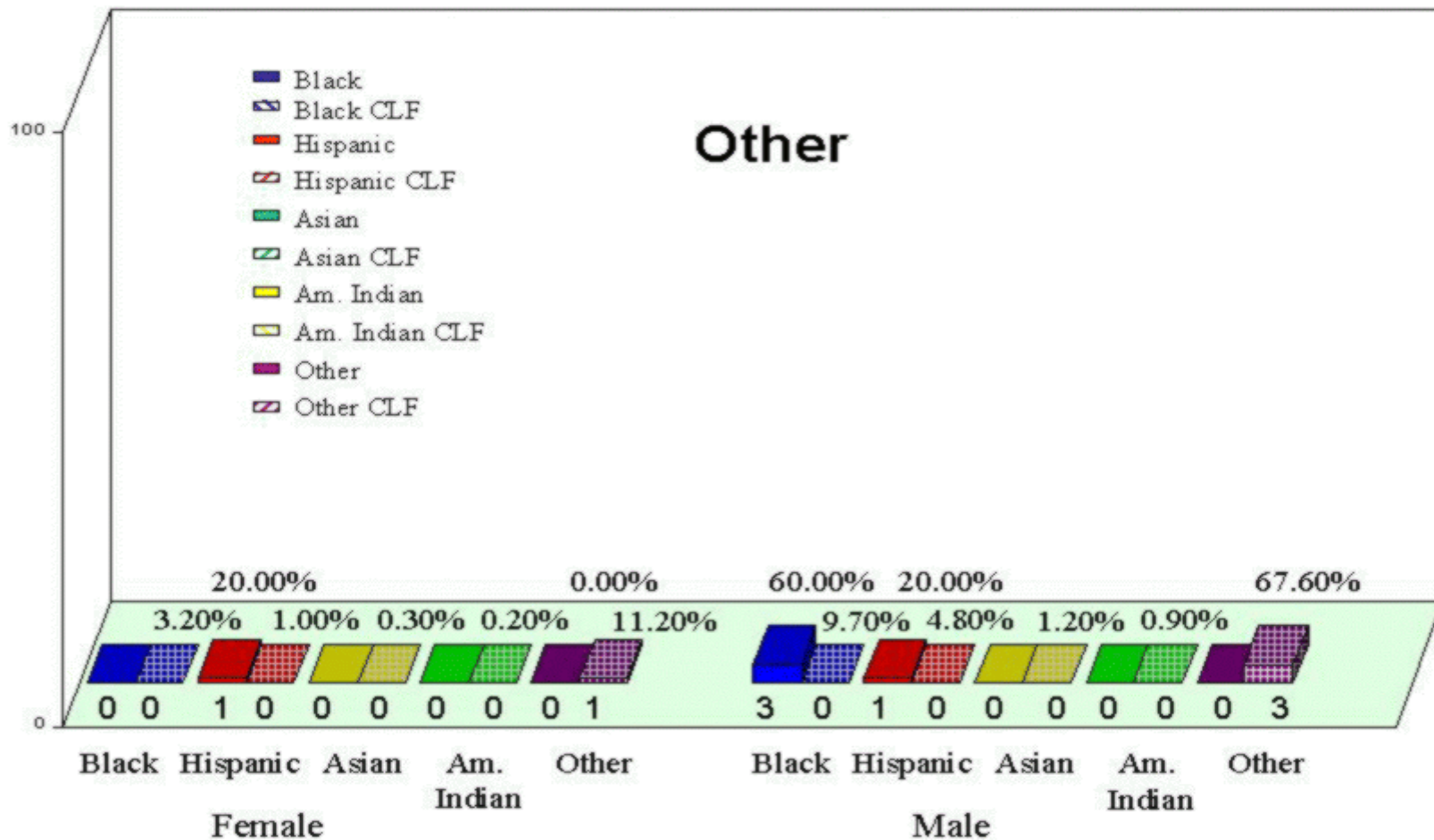
FY'2001 PATCOB CLERICAL CHART

U.S. DEPARTMENT OF ENERGY OAK RIDGE OPERATIONS OFFICE OFFICE OF THE MANAGER/OPERATIONS PERMANENT EMPLOYMENT WORK FORCE PROFILE BY PATCOB VS. CLF DATA AS OF SEPTEMBER 30, 2001



FY'2001 PATCOB OTHER CHART

U.S. DEPARTMENT OF ENERGY OAK RIDGE OPERATIONS OFFICE OFFICE OF THE MANAGER/OPERATIONS PERMANENT EMPLOYMENT WORK FORCE PROFILE BY PATCOB VS. CLF DATA AS OF SEPTEMBER 30, 2001



FY'2001 PATCOB BLUE COLLAR CHART

U.S. DEPARTMENT OF ENERGY OAK RIDGE OPERATIONS OFFICE OFFICE OF THE MANAGER/OPERATIONS PERMANENT EMPLOYMENT WORK FORCE PROFILE BY PATCOB VS. CLF DATA AS OF SEPTEMBER 30, 2001

